Annual Planning Information and Workforce Analysis Reports: South Central Michigan

State of Michigan

Department of Technology, Management and Budget

Bureau of Labor Market Information and Strategic Initiatives

Regional Contact:

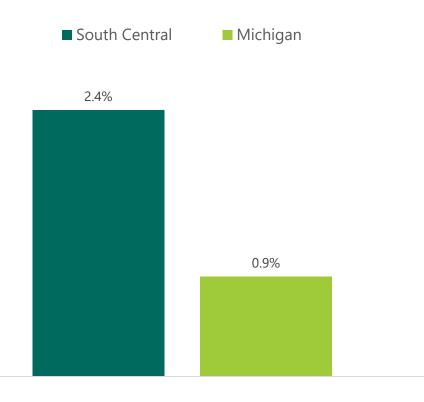Marcus Reason

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Population Trends and Characteristics
Tables 1-3

Regional population up 2.4 percent between 2011-2017.

Population Change (2011-2017)

■ South Central   ■ Michigan
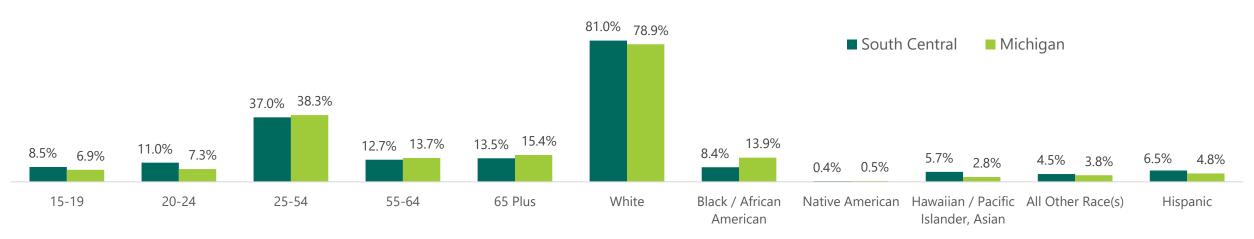
2.4%

0.9%

Source: U.S. Census Bureau, Annual Population Estimates

- The most recent estimates from the U.S. Census Bureau show the population in South Central Michigan at approximately 477,700 in 2017, an increase of 1.4 percent since 2015. **(Table 1)**

- The region had a 2.4 percent increase in its population from 2011 to 2017, a larger percentage rise than the state overall which gained 0.9 percent over the same period. The growth amounted to 11,700 more residents for the region in 2017 than in 2011. Nationwide, the population rose by 4.5 percent over this period. **(Table 1)**

- Over the 2011-2017 period, Clinton county saw the largest percentage gain in population at 3.3 percent (+2,600 persons) and Ingham county had the largest numeric growth in population with 7,900 additional residents (+2.7 percent). **(Table 1)**

Population in South Central Michigan is younger than state average.

- South Central Michigan holds a slightly larger share of younger residents compared with the state average. The share of the population between 15-24 years of age made up 20 percent of the population; this range contrasts the 14 percent average in Michigan overall.

- The ethnic makeup among whites in the South Central region is similar to Michigan with both composing between 79-81 percent of its total population. Black or African Americans only constitute 8.4 percent of residents compared with 14 percent in Michigan overall. **(Table 2)**

Population by Age, Race / Ethnicity

■ South Central ■ Michigan

	15-19	20-24	25-54	55-64	65 Plus	White	Black / African American	Native American	Hawaiian / Pacific Islander, Asian	All Other Race(s)	Hispanic
South Central	8.5%	11.0%	37.0%	12.7%	13.5%	81.0%	8.4%	0.4%	5.7%	4.5%	6.5%
Michigan	6.9%	7.3%	38.3%	13.7%	15.4%	78.9%	13.9%	0.5%	2.8%	3.8%	4.8%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey 5-Year Estimates

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South Central Michigan residents hold more bachelor's and advanced degrees than state average.

- The distribution of educational attainment among residents in the South Central region has remained fairly consistent over the last two years.
- A region's educational attainment is based on the number of residents 25 and older with various education levels. In South Central Michigan, there are more residents with some college education or higher than seen statewide, 68 percent versus 60 percent respectively. **(Table 3)**
- Consequently, the proportion of residents of the region with a high school diploma or less is lower than the statewide level, 32 percent versus 40 percent respectively. **(Table 3)**

Educational Attainment

- ■ South Central ■ Michigan

Category	South Central	Michigan
Graduate or Professional	13.9%	10.7%
Bachelor's Degree	19.5%	16.7%
Associate's Degree	9.8%	9.1%
Some College	25.0%	23.8%
High School Graduate or GED	24.7%	29.6%
9th to 12th	4.9%	7.0%
Less than 9th	2.2%	3.1%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey Five-Year Estimates
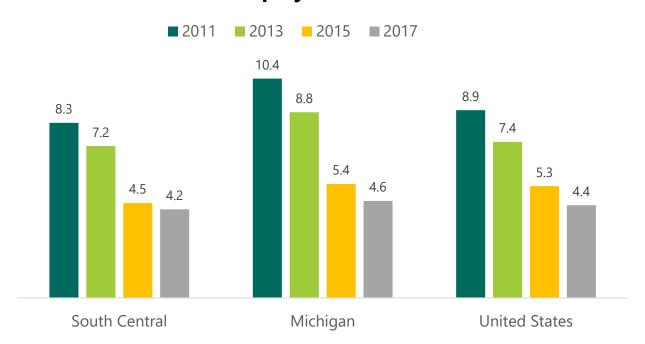
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Labor Force and Employment Trends and Characteristics
Tables 4-7 and 12

Unemployment consistently below state and national rates since 2011.

Unemployment Rates

- The unemployment rate for South Central Michigan followed state and national trends, dropping significantly between 2011 and 2017. Since 2015, both the labor force and number of employed rose 3.2 and 3.4 percent respectively with the number of unemployed dropping 2.1 percent. **(Tables 4, 5, and 12)**

- Since 2011, the jobless rate fell 4.1 percentage points and the count of unemployed individuals dropped by 9,500, or 47 percent, in South Central Michigan. **(Tables 6 and 12)**

- The South Central's unemployment rate of 4.2 percent is below both the state and national rate of 4.6 and 4.4 percent respectively.
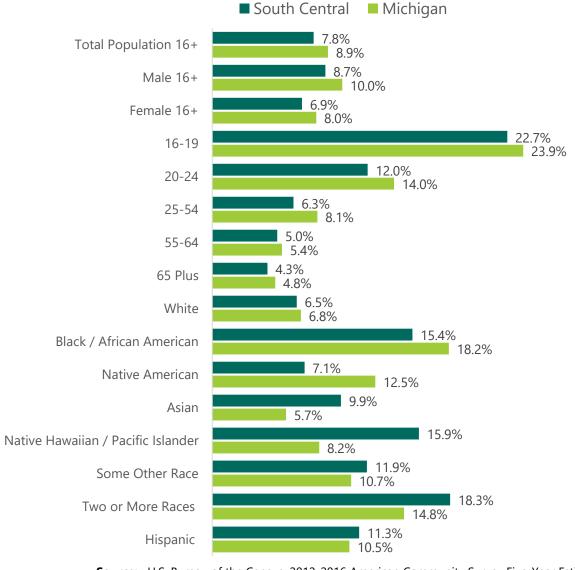
Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Local Area Unemployment Statistics (LAUS)

Regional jobless rates elevated for youth and young adults as well as some minority groups.

- Just as the unemployment rate for the region and state has continued to decline, unemployment rates based on sex, age, and race/ethnicity have similarly gone down.

- The jobless rate for the South Central population 16+ (7.8 percent) was less than the state rate (8.9 percent) for the 2012-2016 period. **(Table 7)**

- According to estimates from the U. S. Census Bureau, there were more males than females participating in the labor market in South Central Michigan. However, males experienced a higher unemployment rate at 8.7 percent, compared to 7.8 percent for females. **(Table 7)**

- While the regional jobless rates for Whites, Blacks, and Native American populations were lower than the state level, higher rates were seen among the Asian, Hispanic, and Two or More Races groups. **(Table 7)**

Unemployment Rates by Sex, Age, and Race / Ethnicity

■ South Central   ■ Michigan

Category	South Central	Michigan
Total Population 16+	7.8%	8.9%
Male 16+	8.7%	10.0%
Female 16+	6.9%	8.0%
16-19	22.7%	23.9%
20-24	12.0%	14.0%
25-54	6.3%	8.1%
55-64	5.0%	5.4%
65 Plus	4.3%	4.8%
White	6.5%	6.8%
Black / African American	15.4%	18.2%
Native American	7.1%	12.5%
Asian	9.9%	5.7%
Native Hawaiian / Pacific Islander	15.9%	8.2%
Some Other Race	11.9%	10.7%
Two or More Races	18.3%	14.8%
Hispanic	11.3%	10.5%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey Five-Year Estimates
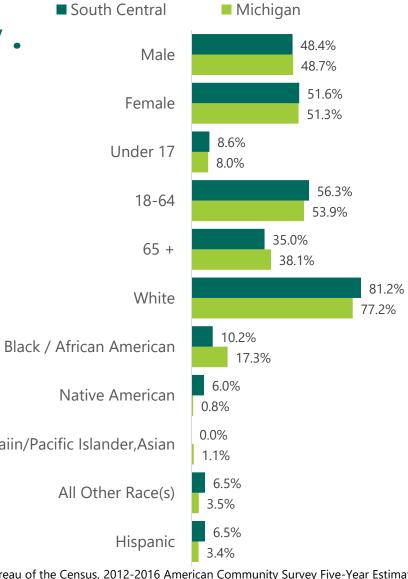
Individuals with Barriers to Employment
Tables 28-36

Lower labor force participation and higher unemployment for individuals with a disability .

- According to the U.S. Census Bureau, about 60,000 people in South Central Michigan report having a disability. Close to 35 percent of them were 65 years of age and older, slightly lower than the state average of 38 percent. **(Table 28)**

- Four out of five individuals with disabilities in the South Central region were white (81 percent), a reflection of the group's 81 percent share of total population in the region. **(Table 28)**

- The percentage of male and female individuals with disabilities in South Central Michigan is on par with the state average in both categories. The male to female share of individuals with disabilities in the South Central region and in Michigan is 48 to 52 percent respectively. **(Table 28)**

- At just 25 percent, participation among individuals with disabilities is lower than that for those with no disability (69 percent) in Michigan. When active in the labor market, individuals with disabilities face higher joblessness, with unemployment rates measuring 12.6 percent, more than double the 5.7 percent reported for those with no disability statewide. **(Unified State Plan)**

Individuals with a Disability

■ South Central   ■ Michigan

Category	South Central	Michigan
Male	48.4%	48.7%
Female	51.6%	51.3%
Under 17	8.6%	8.0%
18-64	56.3%	53.9%
65 +	35.0%	38.1%
White	81.2%	77.2%
Black / African American	10.2%	17.3%
Native American	6.0%	0.8%
Hawaiin/Pacific Islander,Asian	0.0%	1.1%
All Other Race(s)	6.5%	3.5%
Hispanic	6.5%	3.4%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey Five-Year Estimates

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Majority of assistance program registrants concentrated in the working age and white demographics.

- According to the Michigan Department of Health and Human Services, roughly 17,000 assistant program recipients were in South Central Michigan counties as of June 2017. **(Table 30)**

- The majority of the assistance program recipients were in the prime working age of 22 to 44 (about 64 percent). **(Table 30)**

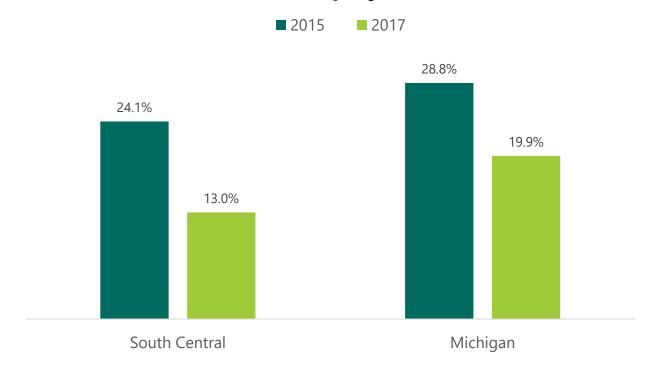- Approximately 54 percent of the registrants were White and 24 percent were African American. **(Table 30)**

Assistance Program Recipients by Sex, Age, and Race / Ethnicity

■ South Central ■ Michigan

Category	South Central	Michigan
Male	47.4%	45.7%
Female	52.6%	54.3%
14-19	8.2%	8.5%
20-21	5.2%	4.7%
22-44	63.7%	62.0%
45-54	17.4%	18.3%
55+	5.4%	6.5%
White	53.1%	49.7%
Black / African American	25.6%	33.7%
Native American	1.0%	1.0%
Other	11.2%	11.3%
Hispanic	9.0%	4.2%

Source: Michigan Department of Health and Human Services

Long-term joblessness lowest among prosperity regions.

Percentage Long-Term Unemployed of Total Unemployed

■ 2015 ■ 2017

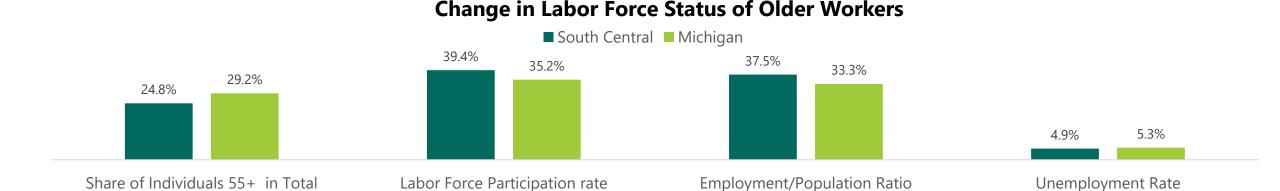**Source:** DTMB, Bureau of Labor Market Information and Strategic Initiatives

- The number of long-term unemployed individuals, or the share of individuals out of work for 27 weeks or more, has made a significant recovery since 2010 and has continued to drop since 2015. In 2015, 24 percent of unemployed South Central Michiganders were considered long-term unemployed. That number has since contracted to 13 percent in 2017, the lowest among all prosperity regions. **(Table 34)**

- The South Central's 11 percent reduction (-1,400 persons) in long-term unemployed since 2015 is greater than the state average decline of 9 percent. The Northwest prosperity region recorded the largest percentage drop at 13.1 percent while the Detroit region posted the smallest drop of 5.8 percent. **(Table 34)**

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South Central region sees greater share of workers 55 years and older than state average.

- The share of residents aged 55 years and older in the South Central region is less than the Michigan share at 25 and 29 percent respectively. **(Table 35)**

- The labor force participation rate for older workers is higher in South Central Michigan compared to the Michigan rate by approximately 5 percentage points. The percentage of older workers employed among all residents 55 years and older is at 38 percent; a few points above the Michigan rate of 33 percent. **(Table 35)**

- The jobless rate of workers 55+ in South Central Michigan is on par with the Michigan rate at 4.9 and 5.3 percent respectively. **(Table 35)**

Change in Labor Force Status of Older Workers

■ South Central ■ Michigan

	South Central	Michigan
Share of Individuals 55+ in Total Population	24.8%	29.2%
Labor Force Participation rate	39.4%	35.2%
Employment/Population Ratio	37.5%	33.3%
Unemployment Rate	4.9%	5.3%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey Five-Year Estimates
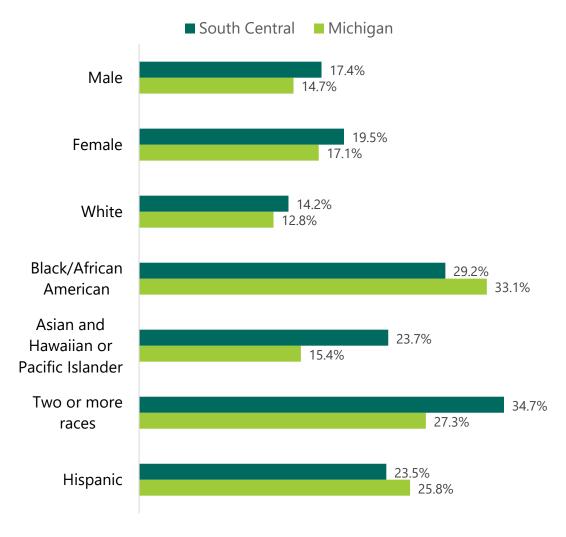
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Poverty rate at 18.3 percent in South Central region, slightly above statewide rate.

- The U. S. Census Bureau five-year estimate from 2012-2016 estimated approximately 86,800 individuals (or 18.3 percent of the population) lived below the poverty line in South Central Michigan. That is about 2 points above the state poverty rate of 16.3 percent. **(Table 36)**

- Individuals of Two or More Races have the highest poverty rate in South Central Michigan at 35 percent followed by African Americans (29 percent) and Asian and Hawaiian or Pacific Islanders (24 percent). **(Table 36)**

- The share of males living in poverty is slightly lower than that of females both in the South Central region and statewide. **(Table 36)**

Poverty by Sex and Race / Ethnicity

Legend: ■ South Central ■ Michigan

Category	South Central	Michigan
Male	17.4%	14.7%
Female	19.5%	17.1%
White	14.2%	12.8%
Black/African American	29.2%	33.1%
Asian and Hawaiian or Pacific Islander	23.7%	15.4%
Two or more races	34.7%	27.3%
Hispanic	23.5%	25.8%

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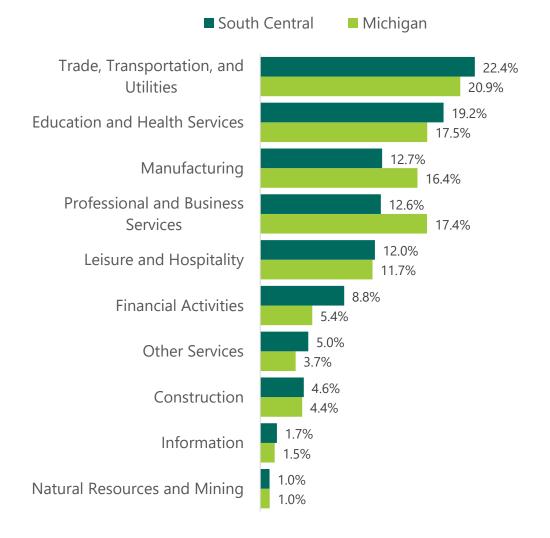# Existing and Emerging In-Demand Industry Sectors and Occupations
Tables 8-11 and 17-26

Over 40 percent of regional employment concentrated in two industries.

- As of the 2nd quarter of 2017, the distribution of industry jobs was mostly unchanged from 2nd quarter 2015. The largest changes in distributional shares came from *Leisure and hospitality* with a 2.1 percent smaller share of total industry jobs and *Other services* with a 1.0 percent larger share.

- In the 2nd quarter of 2017, *Trade, transportation, and utilities* was the region's largest industry, employing just over one in five of the region's workers. **(Table 8)**

- Jobs in *Professional and business services* hold the largest percentage point difference compared with the state at 12.6 and 17.4 percent respectively. **(Table 8)**
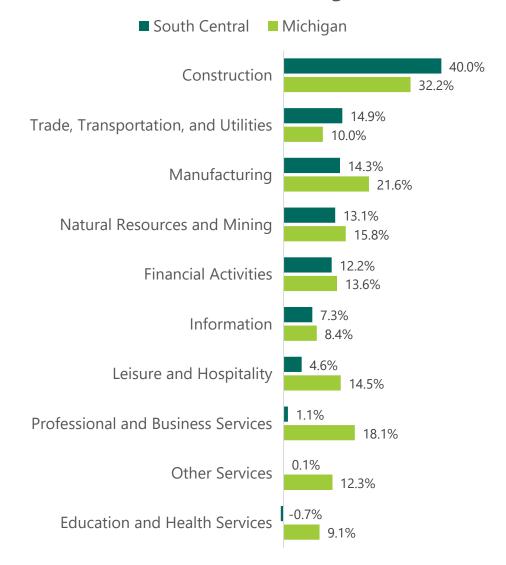
Distribution of Industry Jobs, 2nd Quarter 2017

■ South Central   ■ Michigan

Industry	South Central	Michigan
Trade, Transportation, and Utilities	22.4%	20.9%
Education and Health Services	19.2%	17.5%
Manufacturing	12.7%	16.4%
Professional and Business Services	12.6%	17.4%
Leisure and Hospitality	12.0%	11.7%
Financial Activities	8.8%	5.4%
Other Services	5.0%	3.7%
Construction	4.6%	4.4%
Information	1.7%	1.5%
Natural Resources and Mining	1.0%	1.0%

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Construction experiences large growth in jobs.

- Jobs in the South Central region recorded the largest growth in the *Construction* industry, expanding by 40 percent between 2nd quarter 2011 and 2017. Jobs in *Construction* also saw the largest growth since 2015 at 13 percent. **(Table 8)**

- *Trade, transportation, and utilities* accounted for the next largest growth in jobs from 2011 to 2017 followed by *Manufacturing,* and *Natural resources and mining*. **(Table 8)**

- South Central jobs in *Professional business services* recorded the largest difference in growth compared with Michigan coming in lower by close to 30 points. **(Table 8)**

Private Sector Job Percent Change 2011-2017

■ South Central   ■ Michigan

Industry	South Central	Michigan
Construction	40.0%	32.2%
Trade, Transportation, and Utilities	14.9%	10.0%
Manufacturing	14.3%	21.6%
Natural Resources and Mining	13.1%	15.8%
Financial Activities	12.2%	13.6%
Information	7.3%	8.4%
Leisure and Hospitality	4.6%	14.5%
Professional and Business Services	1.1%	18.1%
Other Services	0.1%	12.3%
Education and Health Services	-0.7%	9.1%

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Quarterly Census of Employment and Wages (QCEW)

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Online job postings reach 8,400 in 2nd Quarter 2017.

Online Advertised Job Postings – South Central Michigan	
Job Title	Number
Computer Occupations, All Other	508
Heavy and Tractor-Trailer Truck Drivers	209
Network and Computer Systems Administrators	182
Retail Salespersons	180
First-Line Supervisors of Retail Sales Workers	170
Registered Nurses	165
Computer Systems Analysts	160
Web Developers	147
Maintenance and Repair Workers, General	142
Computer Programmers	131

Source: The Conference Board, Help Wanted Online Database

- As of the 2nd quarter of 2017, approximately 8,400 jobs were advertised online in South Central Michigan, according to the Conference Board's Help Wanted Online Database. **(Table 17)**

- Among major occupational categories, by far the largest number of jobs were in *Computer and mathematical* occupations accounting for over half (56 percent or 1,600 ads) of all jobs. **(Table 17)**

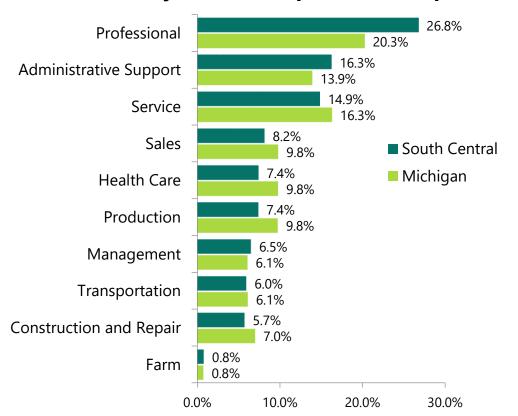- The top job advertisements were in *Computer occupations, Heavy and tractor-trailer truck drivers,* and *Network and computer systems administrators* occupations. **(Table 18)**

Professional occupations will compose largest share of all jobs by 2024.

Projected 2024 Distribution of Jobs by Broad Occupational Groups

Occupational Group	South Central	Michigan
Professional	26.8%	20.3%
Administrative Support	16.3%	13.9%
Service	14.9%	16.3%
Sales	8.2%	9.8%
Health Care	7.4%	9.8%
Production	7.4%	9.8%
Management	6.5%	6.1%
Transportation	6.0%	6.1%
Construction and Repair	5.7%	7.0%
Farm	0.8%	0.8%

Source: Bureau of Labor Market Information and Strategic Initiatives
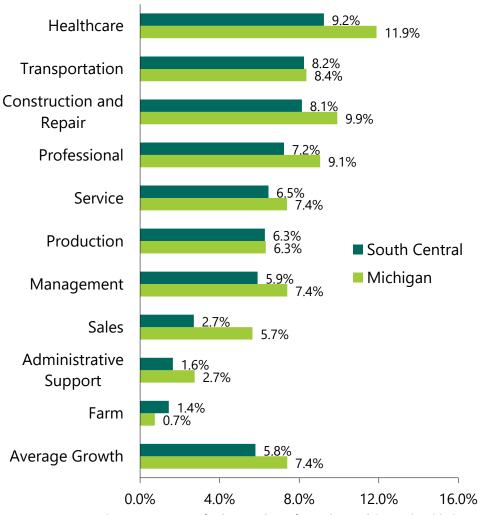
- By far, the largest projected share of jobs in South Central Michigan among broad occupational groups will come from *Professional* occupations by year 2024 (27 percent). These jobs will also account for the largest portion of occupations in Michigan overall (20 percent).

- Jobs in *Administrative support* and *Service* are estimated to compose the second and third largest occupation groups with 16 and 15 percent of the share of total jobs in the South Central region respectively.

- The occupational groups of *Sales, Health care,* and *Production* will make up between 7 to 8 percent of jobs in South Central Michigan with jobs in *Management, Transportation,* and *Construction and repair* accounting for between 6 and 7 percent by 2024. These shares are similar in Michigan overall where the portion of these jobs account for 6 to 10 percent of all occupations. **(Table 19)**

Healthcare, Transportation, and Construction Occupations Projected to Have Highest Percent Growth through 2024.

- Employment in almost all occupational groups in South Central Michigan are projected to grow below the statewide average through 2024.

- The largest numeric increase in jobs will come from *Professional* occupations increasing by 4,600 jobs (7.2 percent). *Service* jobs are projected to have the 2nd largest numeric increase (2,300) followed by jobs in *Health care* (1,600) then *Transportation* (1,200).

- The greatest disparity in job growth between the South Central region and Michigan overall comes from employment in *Healthcare* (2.7 percent), *Professional* (1.9 percent), and *Sales* (3.0 percent). **(Table 19)**

Projected Percent Growth by Broad Occupational Groups (2014-2024)

Occupational Group	South Central	Michigan
Healthcare	9.2%	11.9%
Transportation	8.2%	8.4%
Construction and Repair	8.1%	9.9%
Professional	7.2%	9.1%
Service	6.5%	7.4%
Production	6.3%	6.3%
Management	5.9%	7.4%
Sales	2.7%	5.7%
Administrative Support	1.6%	2.7%
Farm	1.4%	0.7%
Average Growth	5.8%	7.4%

Source: Bureau of Labor Market Information and Strategic Initiatives
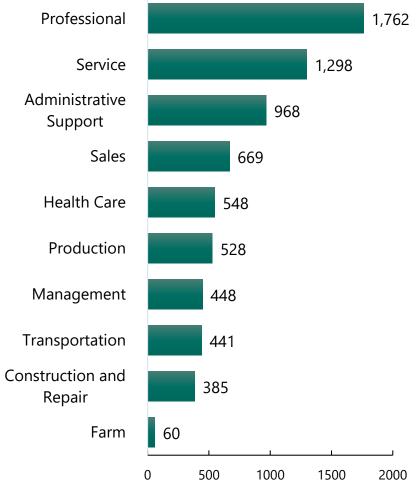
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Professional and Service jobs expected to see largest number of annual openings.

- Because of the need to replace workers who are retiring or otherwise leaving the occupation in the area, the largest groups are projected to see the most annual openings through 2024.

- Overall, South Central Michigan is projected to have about 7,100 job opportunities annually, with 78 percent of openings coming from replacing workers and 21 percent coming from job growth. **(Table 20)**

- *Professional* occupations are expected to have the greatest number of annual openings (1,700) largely because they compose over a quarter of all jobs. *Service* jobs hold the next largest number of annual openings followed by *Administrative support* and *Sales* (1,300 and 1,000 jobs respectively). **(Table 20)**
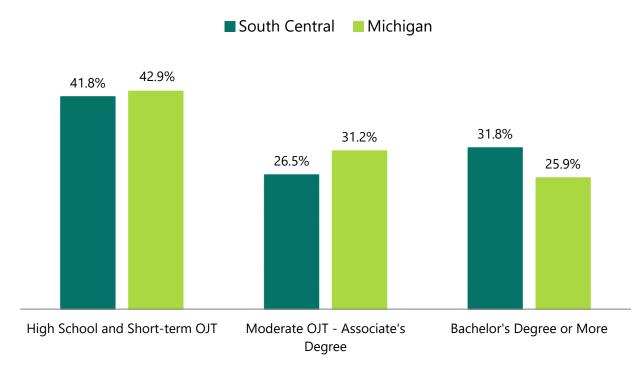
Projected Annual Openings by Broad Occupational Groups (2014 – 2024)

Occupational Group	Projected Annual Openings
Professional	1,762
Service	1,298
Administrative Support	968
Sales	669
Health Care	548
Production	528
Management	448
Transportation	441
Construction and Repair	385
Farm	60

Jobs in South Central Michigan require slightly more education than in Michigan overall.

Projected 2024 Occupational Employment by Education (Share of Total)

Legend: ■ South Central ■ Michigan

- High School and Short-term OJT: South Central 41.8%, Michigan 42.9%
- Moderate OJT - Associate's Degree: South Central 26.5%, Michigan 31.2%
- Bachelor's Degree or More: South Central 31.8%, Michigan 25.9%

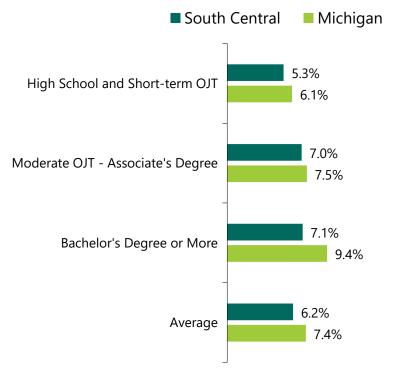**Source:** Bureau of Labor Market Information and Strategic Initiatives

- The projected share of education required by occupations in South Central Michigan is estimated to be more heavily weighted in education with moderate on-the-job training/associates degree or more by 2024.

- Almost 60 percent of jobs will require an associate's degree, post-secondary training, some college with no degree, or an extended period (six months or more) of apprenticeship and/or on-the-job training.

- Positions requiring a bachelor's degree or more are projected to comprise almost a third of regional jobs in 2024.

- The South Central region is projected to have a greater share of occupations that require moderate on-the-job training/associates degree or more than Michigan overall.

Positions requiring bachelor's degree or more expected to see most growth in region by 2024.

Projected Occupational Growth by Education

■ South Central   ■ Michigan

Category	South Central	Michigan
High School and Short-term OJT	5.3%	6.1%
Moderate OJT - Associate's Degree	7.0%	7.5%
Bachelor's Degree or More	7.1%	9.4%
Average	6.2%	7.4%

Source: Bureau of Labor Market Information and Strategic Initiatives
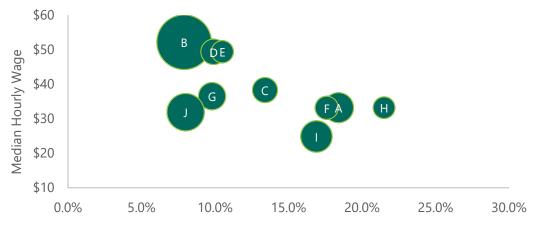
- Jobs that require a bachelor's degree or more are projected to see the highest percentage growth by 2024.

- The category of bachelor's degree or more contains many of the fastest-growing *Professional* occupations for the region such as those in management, healthcare, and education. Michigan's overall growth rate in this category is expected to reach 9.4 percent.

- Average job growth in all education categories in the region is expected to be less than the Michigan growth rate by approximately 1.2 percent.

- Occupations requiring a bachelor's degree or more in South Central Michigan are projected to be lower than the Michigan average growth rate through 2024.

Many jobs requiring bachelor's degree among the region's high-demand, high-wage occupations.

- High-demand, high-wage occupations are jobs that demonstrate a favorable mix of long-term job growth, annual openings from both growth and replacement, and median wages.

- In general, occupations with a large employment base create many job openings due to the need to replace workers (size of the bubble on the chart). These include *General operations managers, Machinists,* and *Computer systems analysts.*

- Levels of pay are directly correlated with the level of formal education and/or the length of job training or apprenticeship, driving a trend of higher-training occupations appearing on the list of high-demand, high-wage occupations. **(Tables 23-26)**

Annual Openings, Growth Rate, and Hourly Wage for High-Demand, High-Wage Occupations

	Occupation		Occupation
A	Mechanical Engineers	F	Management Analysts
B	General and Operations Managers	G	Software Developers, Applications
C	Industrial Engineers	H	Computer Systems Analysts
D	Medical and Health Services Managers	I	Machinists
E	Financial Managers	J	Accountants and Auditors

Source: Bureau of Labor Market Information and Strategic Initiatives

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